



SAC weekly meeting

Frank Chlebana, Anne Schukraft, Bo Jayatilaka
February 1, 2021

Meeting ground rules

Continuing from last term:

- Please mute when you are not speaking
- Please use the “raise hand” feature and the moderators will try to recognize people in order
- If we are moving on to another topic and your follow-up comment was on the current issue, please speak up. It is important to have timely and efficient conversations

Winter Break Feedback

We have encouraged the SAC members to reach out to their groups to collect feedback for the Winter Break Task Force

- 1) People expressed **opposition to the idea of having a mandatory break** if this means they are required to take vacation or unpaid leave.

People want to retain the flexibility to choose when to take their vacation time. In general, people have to coordinate vacations around the availability and plans of other people and may have personal reasons that require them to save up vacation for specific events, such as family visits, planned medical procedures, taking care of family members, weddings...

- 2) In favor of having the break if the time off was considered **additional paid holiday** time

Some people commented that this was a productive time... but is it essential (Dec 24 - Jan 3)?

- 3) In favor of having a voluntary break

In this case we would still want to have some services available, such as the day care.

If the break is voluntary there may still be some people required to take vacation or unpaid leave if they work in an area that would have reduced hours

- 4) Some sensitivity that the timing of the break may be interpreted as a religious holiday

Hiring/Promotion

Summary from last week's discussion:

- A task force is being formed to review the hiring process (*Joel Butler, Brian Nord*)
- A task force is reviewing the promotion process to distinguished scientist (*Joel Butler*)
- The promotion processes for scientists, engineers, and other staff are being reviewed by the EDI Task Force (*Doug, Tammy, Anne are SAC members of the EDI task force*)
- Nigel is forming a committee that will be in charge of “external promotion”, addressing nominating lab staff for external awards, fellowships, etc. (*reported by Greg Bock*)

Action items:

- Follow up with task forces/committees in a few weeks and schedule presentation at a SAC weekly meeting. At the present time it is too early in the work of these groups for a report.

Performance Review/Compensation

Summary from last week's discussion:

- Performance evaluation rating is coupled to salary increase, which has a limited budget.
The current approach imposes a limit on the number of outstanding ratings we can give and may force us to reduce a person's rating in order to fit within the quota. An alternate approach would be to map the budget for the salary increases onto the rating distribution.
- Consider adding intermediate levels in the scientists job categories to give opportunities for advancements and rewards for responsibilities. There may not be need to/benefit from aligning the job categories with university career paths.
- Review salary adjustment process to reduce the effects of salary compression.
- Improve the communication of the salary equity adjustment process to employees.
- Postdoc compensation not competitive and non-negotiable in several recent examples

Action items:

Form a small group to prepare a report with our findings / comments for the directorate.
Volunteers?

Other active topics

We plan to follow up with all of you in the coming weeks. Please let us know if and when it would be useful to schedule an update presentation or discussion at the weekly meeting.

- Professional Development Leave (Anne)
- Web pages/profiles (Robert)
- Mentoring (Bo, Minerba)
- Overheads (Andrew, Mattia, William, Patty)
- Tuition (Jeremiah)
- Travel policies and impact (Gordan, Peter)
- DEI policy changes (Doug, Tammy, Anne via DEI Task Force)
- Winter break (Frank via working group)
- Communications policy (Tammy, Bo via Task Force)

Today's discussion: From Snowmass to P5

The Snowmass report will be used as input for the P5 report, which then sets the priorities for the field. The P5 report has been an effective tool when lobbying for funds and demonstrates a unified plan with wide community support.

We want to make sure that Fermilab Scientists are well represented in the planning for what will most likely emerge as the priorities in the P5 report. At the same time, we do not want to limit participation in areas which might not emerge in the P5 report.

Going forward, we see the role of the Fermilab Scientific Working Groups to help ensure that:

- Any experiment / project that is a lab priority and we want to be included in the P5 report should be included in the Snowmass report.
- We are effectively leveraging the facilities and resources at Fermilab to support the experiments / projects.
- Proposed experiments / projects get attention and have broad interest from the international physics community (in addition to Fermilab scientists).
- We invest our planning resources into experiments / projects that are compatible with the funding constraints (including international sources of funds) and are aligned with the priorities of the funding agencies.

Taking these points into consideration we want to identify topics that most likely emerge and discuss whether Fermilab scientists are sufficiently engaged in these areas.

Scientific Working Group Leads

Given that the Snowmass report is delayed by ~year.

Will check with current WG leads to see if they are still available and how to best organize the effort going forward

Precision: Chris Polly, Ron Ray

Energy: Pushpa Bhat, Anadi Canepa, Paddy Fox, Sergo Jindariani, Sergei Nagaitsev

Cosmic: Brad Benson, Gordan Krnjaic, Albert Stebbins, Alex Drlica-Wagner

Neutrinos: Minerba Betancourt, Zarko Pavlovic, Joseph Zennamo, Peter Shanahan

Accelerator Science: Jonathan Jarvis, Nikolay Solsak, Sasha Valishev, Sam Posen, Tiziana Spina

Quantum Science: Roni Harnik, Panagiotis Spentzouris

Detectors: Juan Estrada, Angela Fava, Zoltan Gecse, Vadim Rusu

Computational Science: Chris Jones, Adam Lyon